

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

This exercise is not an EIA. It is a desktop exercise designed to establish if you need to carry out a full assessment. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to the screening form.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit	Children's Services
1.2	Title or brief description of the policy being screened.	Supervision Policy
1.3	Screening by:	Siobhan Williams
1.4	Date of screening	20/05/10
1.5	Related policies/functions:	Corporate guidance on performance management- EIG
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Service Plan- objective 1
1.7	Is this a new or existing policy?	Revised in line with new legislation and practice
1.8	What is the policy trying to achieve?	<i>The policy is intended to ensure social care performance & development through supervision is supported and managed consistently and in line with corporate and professional standards</i>
1.9	What are the planned outcomes for this policy?	Improved service delivery

		<p>More outcome-focussed supervision</p> <p>Ensuring principles of good practice are followed</p> <p>Evidence based decisions and personal development plans are agreed</p> <p>Inclusive practice with all C&YP and their families can be demonstrated</p>
1.10	Who will benefit from the policy? How will they benefit?	<p>C&YP and their families –keeping safe from harm and avoiding welfare being significantly impaired ; also for outcomes A/A</p> <p>Staff in front-line teams-smarter practice ensuring time spent is productive re outcomes needed; better targeting of support and areas for development; better recording of decisions</p> <p>Organisation- inclusive practice reducing complaints and demand on other resources by maximising worker strengths & actions to address areas for development or change</p>
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	<p>CISMT-Stuart Watkins SM –lead for service learning</p> <p>All managers and SSWs/CSWs supervising social care staff.</p>
1.12	What (if any) are the key priorities within this policy?	<p>Ensure supervision of social care staff is consistent, regular, and follows good practice guidance</p> <p>Ensure all decisions relating to the safety and welfare of children are properly evidenced and recorded</p> <p>Ensure staff development and performance is supported and</p>

		addressed
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	All staff have had the opportunity to comment and have been consulted. Workforce Development SDM has also been consulted.
	Is equality monitoring in place for this policy?	Via file auditing

Part Two: this is the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing age, gender, disability, race/ethnicity, religion or belief and sexual orientation.

		Y	N	Details including what information you have based your decision on.
2.1	Is there any way in which the policy is directly discriminatory or in breach of the County Council's Equality and Diversity Policy? (see Annex E)		x	No.
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy which have not been resolved as part of the policy?		x	No-the guidance takes account of the diverse needs of staff and in particular any needs relating to their gender, sexuality, disability, ethnicity or culture
2.3	Are there any other ways the policy could unintentionally deliver poorer quality outcomes for individuals because they belong to a minority group or groups?(they		x	None identified at this time

**Annex C to the Equality
Impact Assessments
Guidance**

	may belong to more than one)			
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		x	None identified at this time
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			The guidance could aid communication and understanding between supervisors and staff and assure staff they are being treated in an equitable way.

If the answer to questions 2.1 to 2.4 is yes or "could be yes" then you **must** take action. If the issue is straightforward then remedy this **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you must continue on to a full EIA. Where you have decided a full EIA is not required but have identified actions which must be taken then please record these below:

Specific Action	How will you know when this is completed?	Resources/cost	Person Responsible	Completion date